2024 Progress Reports on the Implementation of USM Policies on Graduate Assistants

In 2010, the Board of Regents adopted a policy intended to improve the status of graduate assistants throughout the System. USM BOR Policy III-7.11, "Policy on Graduate Assistantships" was implemented in December of that year, and in 2012, the policy was amended in order to include a "Meet and Confer" process by which graduate assistants would meet regularly with institution administrators in order to communicate issues of concern.

The purpose of this survey is to provide updated information on the institutional implementation of Policy III-7.11 as well as information on the efficacy of the Meet and Confer process.

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1. Institution Name: Salisbury University
2. Contact Name: Dr. Clifton Griffin
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4. Contact Department: Graduate School at Salisbury University
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Provide the data for the Fall 2024 Semester

7. Total number of graduate students: 737
8. Total number of graduate assistants: 87
9. Total number of graduate assistants whose duties are primarily research: 16
10. Total number of graduate assistants whose duties are primarily teaching: 46
11. Total number of graduate assistants whose duties are primarily administrative: 25
12. Total number of graduate assistants whose duties are some combination of research, teaching and administration: 0
13. Total number of graduate assistants whose duties are primarily something other than research, teaching or administration: 0

14. How are your graduate assistants compensated? Other – Biweekly during fall and spring semesters.

15. What is the lowest compensation for full-time (20 hours per week) graduate assistants and what is their academic discipline? We have several students earning the minimum stipend amount, $4,635, in several disciplines.

16. What is the highest compensation for full-time graduate assistants and what is their academic discipline? $7,500 stipend per fall and/or spring semester – English TA

17. What is the lowest compensation for part-time (10 hours per week) graduate assistants and what is their academic discipline? We have a small number of students earning the minimum stipend amount, $2,317.50, in several disciplines.

18. What is the highest compensation for part-time graduate assistants and what is their academic discipline? $2,500 for students in different disciplines.

19. Please provide any comments about your compensation strategy or structure for graduate assistants. N/A

20. Does your Institution provide tuition waivers to graduate assistants? Yes

21. If yes, does your institution waive or pay for additional fees? No

22. If yes, which GA's are eligible? All GA's are eligible.

23. Does your Institution provide subsidized health insurance to graduate assistants? No

24. If yes, which GA's are eligible? N/A

25. Does your Institution provide unsubsidized health insurance to graduate assistants? No

26. If yes, which GA's are eligible? N/A

27. Does your Institution provide free parking to graduate assistants? No, but we guarantee campus parking for all graduate assistants.

28. If yes, which GA's are eligible? N/A

29. Does your institution provide any other benefits to graduate assistants other than those mentioned above? No

30. If yes, please describe the benefits and which graduate assistants are eligible. N/A

31. Has your Institution's graduate assistant compensation increased since 1/1/2024? No.

32. If yes, how was the increase determined? N/A

33. Do you have any comments regarding graduate assistant compensation and stipends? N/A

34. Does your Institution require 60 days' notice for renewal or nonrenewal of appointments and 60 days' notice if a decision to renew cannot be made within that timeline? Yes

35. Does your Institution's grievance/due process policy provide "The ability of a GA to pursue a grievance regarding in appropriate work assignments, workload volume and scheduling, termination of assistantships, and non-renewal of an assistantship for arbitrary reasons?" Yes

36. Does your Institution's grievance/due process policy provide "Protection against reprisals for filing a grievance?" Yes

37. Does your Institution's grievance/due process policy provide "Specific timelines for the phases of the grievance process?" Yes

38. Does your Institution's grievance/due process policy provide "The student's right to present evidence?" Yes

39. Does your Institution's grievance/due process policy provide "The student's right to appeal to the level of the dean or higher?" Yes

40. Does your Institution's Time Away from Duty policy provide: Response: At least 20 hours of paid leave for a full-time 12-month graduate assistant, in addition to institution holidays and other institution closings?

41. If more than 20 hours, how much paid leave does your institution provide? N/A

42. Does your Institution's Time Away from Duty policy provide "Collegial support for short-term illness and emergencies?" No. All students would use our SU Cares benefits for medical emergencies.

43. Does your Institution's Time Away from Duty policy provide any other benefits?

    The Salisbury University Student Emergency Absence Policy aims to minimize the impact of serious life events upon students' academic progress. These events can also affect work schedules. Students shall receive excused absences based on the following

justifiable circumstances: • Bereavement, including travel related to bereavement; • Serious, contagious, infectious or extended illness of the student or the student's loved on or dependent; • Serious medical or mental health conditions; and • Other circumstances as approved at the discretion of the faculty member (e.g., natural disasters that prevent safe travel).

44. Any comments regarding graduate assistant operational supports and protections? No

45. Are there elements of the USM BOR III-7.11 Policy on Graduate Assistantships that your institution has not yet implemented? No.

46. Please list. N/A.

47. Does your Institution have a plan for implementation? N/A

48. Please explain. Our institution worked diligently to implement all sections of BOR III – 7.11, including the June 22, 2012 amendments, by the determined deadline of September 1, 2011.

49. Have there been any additional costs to your Institution as a result of your Institution's graduate assistant policy since 1/1/2023? No.

50. Please list any additional costs. N/A

51. What issues, if any, have been raised by students during Meet and Confer processes since 1/1/2024?

52. We have not encountered any challenges and the Meet and Confer process has not been utilized by graduate assistants. We believe that is the result of a robust GSC, all of whom also serve in the capacity of a GA and open lines of communication with executive staff.

53. Since 1/1/2024, were any changes made to stipends, benefits, other terms of appointment, or any topics noted in your response to the previous question as a result of Meet and Confer discussions? No